

**THE GEORGE WASHINGTON UNIVERSITY  
Washington, DC**

**MINUTES OF THE REGULAR MEETING  
OF THE FACULTY SENATE HELD ON  
MAY 5, 2000, IN THE ALUMNI HOUSE**

The first meeting of the new session was called to order by Vice President Lehman at 2:25 p.m.

**Present:** President Trachtenberg, Vice President Lehman, Registrar Selinsky, and Parliamentarian Pagel; Deans Lefton and Phillips; Professors Boswell, Captain, Divita, Duff, Gallo, Griffith, Haque, Harrington, Hoare, McAleavey, Mergen, Nagy, Park, Pelzman, Robinson, Simon, Stephanic, Thornton, Wilmarth, and Yezer

**Absent:** Deans Futrell, Harding, Mazzuchi, Riegelman, Williams, and Young; Professors Castleberry, Cawley, Johnston, Lindahl, Moses, and Zaghloul

**INTRODUCTION OF NEW SENATE MEMBERS**

Vice President Lehman introduced the following new members of the Senate: Professors Salvatore F. Divita, Richard Thorton, and Anthony M. Yezer. (Associate Professor Frederick W. Lindahl was not present.) Re-elected members were: Professors Yvonne Captain, Linda L. Gallo, William B. Griffith, Robert J. Harrington, Carol Hoare, Gerald P. Johnston, Bernard M. Mergen, Thomas J. Nagy, Lilien F. Robinson, Arthur E. Wilmarth, Jr., and Mona Zaghloul.

**TRIBUTE IN MEMORIAM**

Professor John G. Boswell read "A Resolution in Tribute and to the Fond Memory of Benjamin Burdetsky, Professor Emeritus of Personnel and Labor Relations and of Public Administration, and former Dean of the School of Government and Business Administration," who passed away April 7, 2000. Dean Burdetsky retired in 1994. (A copy of the tribute prepared by John F. Lobuts, Jr., Professor of Management Science, is attached and made a part of these minutes.)

**TRIBUTE**

Professor Boswell asked the privilege of the floor for Professor Emeritus Peter P. Hill who read a tribute to Charles J. Herber, Associate Professor of History, a former Senate member who is retiring. (The tribute is attached.)

### APPROVAL OF THE MINUTES

The President called for approval of the minutes of the regular meeting of April 14, 2000, and of the minutes of the Special Meeting of April 21, 2000. Two corrections were made by Coordinator Trone on Page 3 of the April 21<sup>th</sup> minutes as follows: (1) In Line 4 of Professor McAleavey's first amendment, the word "Complainant" was corrected to read: "Respondent," and (2) In the last line on Page 3, the word "Complaint" was corrected to read: "Complainant." The minutes of April 14<sup>th</sup> and April 21<sup>st</sup>, as corrected, were approved.

Professor Nagy renewed his request to have the President's statement in the Senate minutes of March 10th amended because he did not think it accurately reflected the President's response to his question about the University's fallback plan if the proposed large capital expansion plan does not go as projected. The President indicated that he would re-read the minutes.

### RESOLUTIONS

#### REINTRODUCTION AND CONSIDERATION OF RESOLUTION 99/6, "A RESOLUTION TO ENDORSE THE POLICIES AND PROCEDURES GOVERNING SEXUAL HARASSMENT COMPLAINTS"

Professor Gallo, Co-Chair of the Ad Committee to Review the Interim Policy and Procedures Governing Sexual Harassment Complaints, moved the reintroduction and consideration of Resolution 99/6, and the motion was seconded. Privilege of the floor was given to Professors Banzhaf, D. Robinson, Harrison, Dean Caress, and Assistant General Counsel Mulkern. The Senate then proceeded to act upon amendments moved by Professors Wilmarth (on behalf of the PEAFC Committee), Gallo, Banzhaf, Griffith, Park, and Dean Caress. Participating in the debate and discussion of the amendments were Professors Gallo, Yezer, Park, Griffith, Wilmarth, Harrison, Boswell, Banzhaf, Pelzman, Nagy, McAleavey, Dean Caress, and Assistant General Counsel Mulkern. Upon completion of the amending process (amendments passed are attached), the question was called on the original motion, as amended, and Resolution 99/6, as amended, was adopted. (Resolution 99/6 with amended Policies and Procedures Governing Sexual Harassment Complaints are attached.)



**II. RESOLUTION 00/1, "A RESOLUTION OPPOSING THE SPECIAL FEES FOR MAJORS IN THE PROGRAMS OF THE SCHOOL OF MEDIA AND PUBLIC AFFAIRS"**

Because of the late hour, Professor Harrington moved to postpone action on this Resolution until the next regular meeting of the Faculty Senate, September 8, 2000. The motion was seconded and passed. (Resolution 00/1, postponed to September 8, 2000, is attached.)

**INTRODUCTION OF RESOLUTIONS**

No resolutions were introduced.

**GENERAL BUSINESS**

**I. APPROVAL OF DATES FOR REGULAR SENATE MEETINGS IN THE 2000-01 SESSION**

Professor Boswell asked for approval of the dates for the regular meetings of the Faculty Senate for the 2000-01 Session. The following dates were approved:

May 5, 2000	January 19, 2001
September 8, 2000	February 2, 2001
October 13, 2000	March 9, 2001
November 10, 2000	April 13, 2001
December 8, 2000	

**II. NOMINATION FOR APPOINTMENT BY THE PRESIDENT OF PARLIAMENTARIAN OF THE FACULTY SENATE FOR THE 2000-01 SESSION**

Professor Boswell moved the nomination for re-appointment by the President of Associate Professor Scott B. Pagel as Parliamentarian of the Faculty Senate for the 2000-01 Session. The nomination of Professor Pagel was approved.

**III. NOMINATION FOR ELECTION OF CHAIRS AND MEMBERS OF FACULTY SENATE STANDING COMMITTEES FOR THE 2000-01 SESSION**

Professor Boswell moved the nominations for election of Chairs and members of Senate Standing Committees for the 2000-01 Session. The nominations were approved. (List of Chairs and Members of Faculty Senate Standing Committees is enclosed.)

**IV. NOMINATION FOR ELECTION BY THE FACULTY SENATE TO THE BOARD OF TRUSTEES OF THE CONSORTIUM**

Professor Boswell moved the nomination of Professor William B. Griffith for election to the Board of Trustees of the Consortium for a three-year term expiring May 2003. Professor Griffith was elected unanimously.

**V. NOMINATION FOR APPOINTMENT OF PANEL OF HEARING OFFICERS**

Professor Boswell moved the nominations for re-appointment of Professors Karen B. Brown, Robert J. Cottrol, Lynn E. Cunningham, Kurt J. Darr, and Jeffrey S. Gutman to the Panel of Hearing Officers for a two-year term commencing July 1, 2000, through June 30, 2002. The nominations were approved.

**VI. NOMINATIONS FOR APPOINTMENT BY THE PRESIDENT TO ADMINISTRATIVE COMMITTEES**

Professor Boswell moved the nominations for appointment to the following Administrative Committees: Committee on University Bookstore: R. Emmet Kennedy, Barbara Myklebust, and Patricia Sullivan; Space Committee: Mona Zaghoul, Chair, Senate Committee on Physical Facilities; Joint Committee of Faculty and Students: David W. McAleavey, Faculty Co-Chair, Sylven Beck, Martha Pardavi-Horvath, Salman O. Kazmi, Vasti Torres, Harry Yeide, Jr., and Daniel Ullman. The nominations were approved.

**VII. NOMINATIONS FOR APPOINTMENT BY THE BOARD OF TRUSTEES TO TRUSTEES' COMMITTEES**

Professor Boswell moved the nominations for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic Affairs: John G. Boswell; Trustees' Committee on Student Affairs: David W. McAleavey; Trustees' Committee on Development and Alumni Affairs: William B. Griffith; Trustees' Committee on External Affairs: Kathleen A. Steeves; Trustees' Committee on Infrastructure and Information Technology: Philip W. Wirtz. The nominations were approved.

**VIII. NOMINTIONS FOR ELECTION BY THE FACULTY SENATE TO THE PANEL FOR STUDENT GRIEVANCE REVIEW COMMITTEE**

Professor Boswell moved the nominations for election by the Faculty Senate to the Panel for Student Grievance Review Committee: Andrew Altman, Jorge Garcia, Margaret R. Kirkland, Michael J. Peck, Terrence M. Phillips, Joan R. Regnell, Linda L. Street, Catherine Turley, Daniel Ullman, and Beverly J. Westerman. The nominations were approved.

**IX. REPORT OF THE EXECUTIVE COMMITTEE**

The Report of the Executive Committee by Professor Boswell, Chair, is enclosed.

**X. ANNUAL REPORTS OF SENATE STANDING COMMITTEES**

Annual Reports of the following Senate Standing Committees were received: Research, Professional Ethics and Academic Freedom, Educational Policy, Joint Committee of Faculty and Students, and Athletics and Recreation. (The Annual Reports are attached.)

**BRIEF STATEMENTS (AND QUESTIONS)**

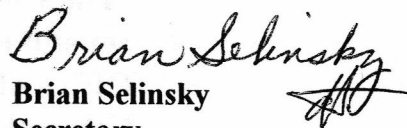
Professor Nagy raised a question as to whether or not the meetings of the Joint, Faculty-Administration Task Force on the proposed College of Professional Studies are closed to faculty. Parliamentarian Pagel indicated that he would look into the matter.

Professor Park noted for the record that he thought the debate of the Senate on the sexual harassment Resolution has been the most informed, collegial, and fully developed debate that he has observed in the Faculty Senate, and he thought that the Senate did an excellent job in this regard.

Professor Robinson, immediate past Chair of the Executive Committee, extended her thanks to Professor Linda Gallo, Dean Edward Caress, the entire Ad Hoc Committee, the PEAFC Committee, and all of the people who participated. She said that she knew this was a difficult task but she thought that everyone together did a superb job in trying to achieve a fair result.

**ADJOURNMENT**

Upon motion made and seconded, Professor Boswell adjourned the meeting at 5:00 p.m.

  
Brian Selinsky  
Secretary

THE FOLLOWING AMENDMENTS TO THE POLICIES AND  
PROCEDURES GOVERNING SEXUAL HARASSMENT COMPLAINTS  
(RESOLUTION 99/6) WERE ADOPTED BY THE FACULTY SENATE  
ON MAY 5, 2000 (underlining indicates new language):

Decision after hearing

Par. 1, 2<sup>nd</sup> sentence, p.17

"The decision must be approved by ~~a majority~~  
four-fifths of the special panel members.

Review of special panel decision

Par. 5, last line, p.19

"University official. A range of relevant considerations should be taken into account in determining the extent of sanctions, such as the severity of the offense, the effect of the offense on the victim and on the University community, the consequences of the sanction to the Respondent, and the offender's record of service and past offenses. Respondent will be promptly notified of the outcome."

Review of special panel decision

Add a new Par. 6, p.19

"6. A responsible University official will send a copy of the final decision to the parties (at their home addresses of record, by courier, overnight mail or certified mail, return receipt requested). The copy sent to the parties may omit portions, to maintain consistency with University policies regarding confidentiality."

Consultation Procedure

Par. 3, p. 8

"The Coordinator will prepare a record of the consultation, which will be maintained by the Office of the Vice President and General Counsel. The record will be considered confidential to the full extent consistent with fairness and the University's need to take preventive and corrective action. If the record includes the name of a person against whom an allegation of sexual harassment has been made, the Office of the Vice President

Consultation Procedure (cont'd)

and General Counsel shall advise that person of the existence of the record. The file will not be revealed or released to any University authority outside the General Counsel's Office, nor will it be used in or otherwise affect any decisions regarding promotion, tenure, compensation, or other conditions of employment for faculty or staff, or the enrollment status and academic privileges of a student, unless a finding of sexual harassment has been made in accordance with these procedures."

Initiation of special panel procedure

Par. 2, p. 11

"The Coordinator will send a copy of the complaint to the responding party and the Associate Vice President for Human Resources (or designee). The respondent will be given sufficient particularities as to the alleged facts that the respondent may reasonably investigate the charge and prepare his or her defense, with reasonable and appropriate recesses and continuances being provided to all parties. If, after providing the responding party with a reasonable opportunity to respond, the Associate Vice President for Human Resources (or designee), after consultation with the Office of the Vice President and General Counsel, finds that the action(s) alleged could not reasonably be found to constitute sexual harassment under applicable law even if true, the complaint shall be dismissed if the respondent consents to such dismissal. Otherwise the Formal Complaint Procedure as outlined herein will continue."



Establishment of special panels

Par. 3, p.12

"An appointee to the pool (but not to a panel) may be removed and replaced at any time, at the discretion of the appointing official. The appointing official should promptly fill vacancies in the pool or a panel, according to the procedure in Section B.1 above."

Establishment of special panelsPar.4, p.12 3<sup>rd</sup> sentence

"of the Office of Equal Employment Activities and the Dean of Students, or their . . . ."

Selection of panel

Par. 1, p.12

"Within five business days of receiving the written request to proceed with a formal complaint (see A.2, above), the Associate Vice President for Human Resources (or designee) will ~~appoint~~ select by lot the five-member panel from the pool. Four of the panel members will be from the same status group as the Respondent (~~either faculty members or staff employees~~) and one panel member will be from the same status group as the Complainant (~~faculty members, staff employees, or students~~). . . ."

Selection of panel

Par.3, p.13

"A designated panelist who at any time has or may reasonably be perceived as having a conflict of interest or is otherwise unable to serve on a special panel shall recuse himself or herself, and notify the Associate Vice President for Human Resources of the recusal."

**Formal Complaint Procedure****Par. 2, p.5**

**“The Code of Student Conduct will govern the formal complaint procedure when both parties are students. ~~or when the Respondent is a student or a student organization, regardless of the status of the Complainant.~~ The applicable staff grievance procedures will govern the formal complaint procedure when both parties are staff members. The formal complaint will be ~~heard by a special panel, in accordance with~~ resolved in accordance with the Formal Complaint Procedures set forth in Appendix C, when: (a) the Complainant is a student and the Respondent a faculty or staff member; (b) the Complainant is a faculty member and the Respondent a staff member or student; (c) the Complainant is a staff member and the Respondent a faculty member or student; or (d) the Complainant and Respondent are faculty members.”**

**A RESOLUTION TO ENDORSE THE POLICY AND PROCEDURES  
GOVERNING SEXUAL HARASSMENT COMPLAINTS (99/6)**

**WHEREAS, the Faculty Senate, in a meeting on December 11, 1998, passed a resolution to refer the Interim Policy and Procedures Governing Sexual Harassment Complaints to an Ad Hoc Committee for review; and**

**WHEREAS, the Ad Hoc Committee has reviewed the Interim Policy and Procedures and, based upon wide-ranging consultation, the study of sexual harassment policies from other institutions, the study of sexual harassment literature and court cases, has recommended changes to the Interim Policy and Procedures both in the interests of clarification and simplification and in substance; and**

**WHEREAS, the Faculty Senate resolution of December 11, 1998, directed the Ad Hoc Committee to report its recommendations with respect to any changes to the Interim Policy and Procedures Governing Sexual Harassment Complaints to the Faculty Senate;  
NOW, THEREFORE**

**BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON  
UNIVERSITY**

**That the Faculty Senate endorses the Policy and Procedures Governing Sexual Harassment Complaints as recommended by the Ad Hoc Committee.**

**Ad Hoc Committee to Review Interim Policy and  
Procedures Governing Sexual Harassment Complaints  
January 12, 2000**

**Postponed, March 10, 2000, to April 14, 2000**

**Recommitted, April 21, 2000, to Ad Hoc Committee**

**Adopted, as amended, May 5, 2000**

[AS AMENDED BY THE FACULTY SENATE, April 14, April 21, & May 5, 2000]

## **AS RECOMMENDED BY THE AD HOC COMMITTEE ON POLICY AND PROCEDURES GOVERNING SEXUAL HARASSMENT COMPLAINTS**

### **SEXUAL HARASSMENT POLICY AND PROCEDURES**

#### **First principles of this policy**

The George Washington University is committed to maintaining a positive climate for study and work, in which individuals are judged solely on relevant factors, such as ability and performance, and can pursue their activities in an atmosphere that is free from coercion and intimidation. The University mission statement provides that the University "values a dynamic, student-focused community stimulated by cultural and intellectual diversity and built upon a foundation of integrity, creativity, and openness to exploration of new ideas." The University is committed to free inquiry, free expression, and the vigorous discussion and debate on which advancement of its mission depends. Sexual harassment is destructive of such a climate and will not be tolerated in the University community.

#### **Objectives**

This policy and these procedures aim to inform members of the University community what sexual harassment is and what they can do should they encounter or observe it. The University prohibits sexual harassment by any student, staff member, faculty member, and others in the University community; encourages reporting of sexual harassment before it becomes severe or pervasive; identifies accessible persons to whom sexual harassment may be reported; requires persons (whether faculty, staff or student) in supervisory or evaluative roles to report sexual harassment complaints to appropriate officials; prohibits retaliation against persons who bring sexual harassment complaints; assures confidentiality to the full extent consistent with the need to resolve the matter

appropriately; assures that allegations will be promptly, thoroughly, and impartially addressed; and provides for appropriate corrective action.

The ultimate goal is to prevent sexual harassment, through education and the continuing development of a sense of community. But if sexual harassment occurs, the University will respond firmly and fairly. As befits an academic community, the University's approach is to consider problems within an informal framework when appropriate, but to make formal procedures available for use when necessary.

#### What sexual harassment is

The University has adopted the following definition of sexual harassment, substantially derived from Equal Employment Opportunity Commission and Department of Education statements:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is explicitly or implicitly made a term or condition of academic participation or activity, educational advancement, or employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions that affect the individual; (3) such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or limiting participation in University programs; or (4) the intent or effect of such conduct is to create an intimidating, hostile, or offensive academic or work environment. Sexual harassment may occur without regard to either party's gender.

Nothing in this policy limits academic freedom, guaranteed by the Faculty Code, which is a pre-eminent value of the University. This policy shall not be interpreted to abridge academic freedom. Accordingly, in an academic setting expression that is reasonably designed or reasonably intended to contribute to academic inquiry, education or debate on issues of public concern shall not be construed as sexual harassment.

A person who commits sexual harassment in violation of this policy will be subject to disciplinary action, up to and including expulsion or termination.



### Prevention; dissemination of information

The University is committed to preventing and remedying sexual harassment of students, faculty, and staff. To that end, this policy and these procedures will be disseminated in the University community. In addition, the University will sponsor programs to inform students, faculty, and staff about sexual harassment and the problems it causes; advise members of the University community of their rights and responsibilities under this policy and these procedures; and train personnel in the administration of the policy and procedures.

### Consensual relationships

Relationships that are welcomed by the parties do not entail sexual harassment, and are beyond the scope of this policy. Whether a relationship is in fact welcomed will be gauged according to the circumstances; special risks are involved when one party -- whether a faculty member, staff member or student -- is in a position to evaluate or exercise authority over the other. Even when both parties previously consented to a sexual relationship, a charge of sexual harassment may be based on subsequent conduct that one of them does not welcome. Members of the University community are cautioned that consensual relationships, as well as relationships that are not consensual, can in some circumstances entail abuse of authority, conflict of interest, or other adverse consequences that may be addressed in accordance with pertinent University policy and practice.

### What to do

Three procedural avenues of redress are available to members of the University community who believe that sexual harassment has occurred -- consultation, informal resolution, and formal complaint. Often, concerns can be resolved through consultation or informally resolved. If the matter is not satisfactorily resolved through the consultation or informal resolution procedure, a formal complaint may be initiated.

### Consultation

A member of the University community who is uncomfortable with one or more instances of conduct of a sexual nature that may be inappropriate (even if the person is unsure whether the conduct constitutes sexual harassment), may discuss the matter with the person who has engaged in the behavior or with his or her department chair, dean, staff supervisor, or Dean of Students. Alternatively, or in addition, the offended person may seek University-level assistance by initiating consultation regarding the matter, by contacting the Office of the Vice President and General Counsel. That Office will assign a Coordinator to the case and arrange an initial consultation. The Coordinator will provide a copy of the sexual harassment policy and procedures, respond to questions about them, assist in developing strategies to deal with the matter, and work in accordance with the procedure set forth in Appendix A.

Alternatively, the individual may discuss the matter with the Director of the Office of Equal Employment Activities, the Dean of Students, or the Assistant Vice President in the Office of Faculty Recruitment and Personnel Relations, any of whom may determine the need to refer the matter to the Office of the Vice President and General Counsel, for assignment to a Coordinator.

### Informal resolution procedure

An informal resolution procedure, which is initiated in the same manner as a consultation, entails an investigation by the Coordinator of the charges in accordance with Appendix B.

### Formal complaint procedure

The formal complaint procedure is available when the informal resolution procedure fails to resolve satisfactorily the allegation of sexual harassment. The person who made the allegation of sexual harassment (the "Complainant"), the person against whom the allegation was made (the "Respondent") or a responsible University official may initiate a formal complaint.

A formal complaint is initiated by submitting to the Coordinator a signed, written request to proceed with a formal complaint. The request is due within 15 business days after the person

receives from the responsible University official a statement of the disposition of the informal resolution procedure. The Coordinator will inform the requesting party of the process that will be followed and provide a copy of the applicable procedure.

The Code of Student Conduct will govern the formal complaint procedure when both parties are students. The applicable staff grievance procedures will govern the formal complaint procedure when both parties are staff members. The formal complaint will be resolved in accordance with the Formal Complaint Procedures set forth in Appendix C, when: (a) the Complainant is a student and the Respondent a faculty or staff member; (b) the Complainant is a faculty member and the Respondent a staff member or student; (c) the Complainant is a staff member and the Respondent a faculty member or student; or (d) the Complainant and Respondent are faculty members.

#### Outcomes

If the informal resolution procedure or formal complaint procedure results in a determination that sexual harassment occurred, the findings and recommendations shall be referred to the appropriate University official for imposition of corrective action, including sanctions that the official is authorized to impose; provided that an informal resolution procedure may not result in a sanction unless the Respondent has consented thereto. A range of relevant considerations should be taken into account in determining the extent of sanctions, such as the severity of the offense, the effect of the offense on the victim and on the University community, the consequences of the sanction to the Respondent, and the offender's record of service and past offenses. Sanctions may include, but are not limited to, oral or written warning, suspension, expulsion, or termination of employment; provided that a tenured faculty member may not be dismissed except in accordance with the procedures set forth in the Faculty Code, Section F. The University may impose interim corrective action at any time, if doing so reasonably appears required to protect a member of the University community.

### Redress of disciplinary action

Nothing in this policy or these procedures shall be deemed to revoke any right that any member of the University community may have to seek redress of a disciplinary action, such as a faculty member's right to maintain a grievance under the Faculty Code.

### Confidentiality

The Coordinator and other investigators and decision-makers will strive to maintain confidentiality to the full extent appropriate, consistent with the need to resolve the matter effectively and fairly. The parties, persons interviewed in the investigation, persons notified of the investigation, and persons involved in the proceedings will be advised of the need for discretion and confidentiality. Inappropriate breaches of confidentiality may result in disciplinary action.

### Retaliation

Retaliation against a person who reports, complains of, or provides information in a sexual harassment investigation or proceeding is prohibited. Alleged retaliation will be subject to investigation and may result in disciplinary action up to and including termination or expulsion.

### False claims

A person who knowingly makes false allegations of sexual harassment, or who knowingly provides false information in a sexual harassment investigation or proceeding, will be subject to disciplinary action.

### Time limits

The University aims to administer this policy and these procedures in an equitable and timely manner. Persons making allegations of sexual harassment are encouraged to come forward without undue delay. Established time limits may be extended for good cause, upon request.

### Interpretation of policy

The Office of the Vice President and General Counsel is available to provide advice on questions regarding interpretation of this policy and these procedures.



## Appendix A: Consultation Procedure

1. The consultation consists of one or more meetings between the Coordinator and the person who requests the consultation.
2. The Coordinator will provide a copy of the sexual harassment policy and procedures and respond to questions about them. The Coordinator may address and clarify the matter with the person, assist in developing strategies to deal with the matter, recommend counseling or other assistance, or determine that no further action is necessary.
3. The Coordinator will prepare a record of the consultation, which will be maintained by the Office of the Vice President and General Counsel. The record will be considered confidential to the full extent consistent with fairness and the University's need to take preventive and corrective action. If the record includes the name of a person against whom an allegation of sexual harassment has been made, the Office of the Vice President and General Counsel shall advise that person of the existence of the record. The file will not be revealed or released to any University authority outside the General Counsel's Office, nor will it be used in or otherwise affect any decisions regarding promotion, tenure, compensation, or other conditions of employment for faculty or staff, or the enrollment status and academic privileges of a student, unless a finding of sexual harassment has been made in accordance with these procedures.
4. When the Coordinator has reason to believe that criminal conduct may have occurred or that action is necessary to protect the health or safety of any individual, the University may, as the Office of the Vice President and General Counsel determines, refer the matter to appropriate authorities.

5. Although consultation may be requested and an informal resolution procedure pursued within any reasonable time after the events giving rise to the consultation or informal resolution procedure, persons who believe they have been subjected to or who otherwise have observed sexual harassment are encouraged to seek assistance from the University through these procedures promptly.

## Appendix B: Informal Resolution Procedure

1. A person who requests consultation (the "Person") may pursue an informal resolution.
2. The Coordinator will ask the Person to provide a factual account of the alleged harassment. The Coordinator may assist the Person to prepare a signed statement. If the Person declines to provide a signed statement, the Coordinator will prepare a written summary of the Person's oral allegations.
3. The Coordinator will furnish the Respondent with a copy of the signed statement or the written summary if there is no signed statement. The Coordinator will inform the Respondent of the allegation in sufficient detail to permit an informed response.
4. The Coordinator will investigate the alleged harassment as promptly as circumstances permit, will afford the Respondent a reasonable opportunity to respond to the allegation, and will advise the parties and persons interviewed or notified about the alleged harassment of the need for discretion and confidentiality.
5. Upon initiating an investigation, the Coordinator will inform University officials who would be charged with recommending corrective and disciplinary action ("responsible University officials") of the informal resolution procedure.
6. Upon concluding the investigation, the Coordinator will report on the matter to the responsible University official. The Coordinator will make every effort to resolve the matter informally. The resolution of the matter may include corrective or disciplinary action provided the Respondent consents. Any such corrective or disciplinary action shall be imposed by the responsible University official and be

within his or her discretion and consistent with his or her authority.

7. A responsible official will notify the parties of the disposition of the informal resolution procedure to the extent consistent with University policies, appropriate considerations of privacy and confidentiality, fairness, and applicable law.
8. The Coordinator will report the outcome of the informal resolution procedure to the responsible University official. If the matter has not been resolved informally, the Person who alleged harassment, the Respondent, or a responsible University official may initiate the formal complaint procedure.

## Appendix C: Formal Complaint Procedure -- Special Panels

### A. Initiation of special panel procedure

1. If a formal complaint is governed by the special panel complaint procedure, the party requesting to proceed with a formal complaint must file a written request with the Coordinator. The request must be filed within 15 business days after receipt of information from a responsible University official of the disposition of the informal resolution procedure (See Appendix B). The written request for a formal hearing must include a factual statement of the sexual harassment alleged and may include a statement of the relief requested.
2. The Coordinator will send a copy of the complaint to the responding party and the Associate Vice President for Human Resources (or designee). The respondent will be given sufficient particularities as to the alleged facts that the respondent may reasonably investigate the charge and prepare his or her defense, with reasonable and appropriate recesses and continuances being provided to all parties. If, after providing the responding party with a reasonable opportunity to respond, the Associate Vice President for Human Resources (or designee), after consultation with the Office of the Vice President and General Counsel, finds that the action(s) alleged could not reasonably be found to constitute sexual harassment under applicable law even if true, the complaint shall be dismissed if the respondent consents to such dismissal. Otherwise the Formal Complaint Procedure as outlined herein will continue.
3. An aim of the special panel process is to complete, if feasible, the formal complaint procedure within 45 business days of the Coordinator's receipt of the formal complaint request.

### B. Establishment of special panels

1. A complaint filed under Appendix C will be heard by a five-member panel selected by lot by the Associate



Vice President for Human Resources (or designee), as described in Section C. Panelists will be selected from a pool of 30, ten of whom are faculty members appointed by the Vice President for Academic Affairs, with the concurrence of the Council of Deans and the Faculty Senate Executive Committee; ten of whom are staff employees appointed by the Vice President for Administrative and Information Services; and ten of whom are students appointed by the Dean of Students.

2. Each appointee to the pool ordinarily will serve a two year term. The appointing official should stagger the appointments so that, if feasible, the terms of not more than five of his or her appointees expire in any year.
3. An appointee to the pool (but not to a panel) may be removed and replaced at any time, at the discretion of the appointing official. The appointing official should promptly fill vacancies in the pool or a panel, according to the procedure in Section B.1 above.
4. The Assistant Vice President in the Office of Faculty Recruitment and Personnel Relations and the Director of the Office of Equal Employment Activities and the Dean of Students, or their designees, will conduct mandatory training of all appointees to the pool at the time of appointment and periodically thereafter; provided that no pool member shall receive such training while serving on a special panel. Training will address roles and responsibilities of panel members, complaint procedures, applicable policies, and other techniques and standards pertinent to the complaint and hearing process.

#### C. Selection of panel

1. Within five business days of receiving the written request to proceed with a formal complaint (see A.2, above), the Associate Vice President for Human Resources (or designee) will select by lot the five-member panel from the pool. Four of the panel members will be from the same status group as the Respondent

and one panel member will be from the same status group as the Complainant. No member of a faculty member's department or of a staff member's administrative departmental organization may serve on the special panel. Within the five-day period, the Associate Vice President for Human Resources (or designee) will notify the Coordinator of the names of the special panel members.

2. The Coordinator will notify the parties of the panelists' names. Within three business days of receipt of the notice, either party may submit to the Associate Vice President for Human Resources a written objection to designation of any panel member. The objection must clearly state the reasons for the objection. The Associate Vice President may, at his or her discretion, replace a challenged panelist with another member of the pool from the same status group.
3. A designated panelist who at any time has or may reasonably be perceived as having a conflict of interest or is otherwise unable to serve on a special panel shall recuse himself or herself, and notify the Associate Vice President for Human Resources of the recusal.

D. Scheduling hearing

1. The special panel members will meet within five business days after their appointment, to select a chairperson and set the hearing date and time. The hearing will be held within a reasonable time, normally 20 business days, after the special panel is appointed. Panel members may not communicate with either party outside the presence of the other party.
2. The special panel chairperson will notify the parties of the hearing date, time, and location at least seven business days before the hearing. Within two business days after receiving notice of the hearing, a party with a scheduling conflict may submit to the chairperson a request for postponement. The chairperson, after consulting the special panel members, has discretion to reschedule the hearing.

All parties will be notified as soon as feasible if the hearing is rescheduled.

3. If a party does not appear for the hearing within 30 minutes after the scheduled time, the special panel will decide whether to reschedule the hearing or proceed.

E. Conduct of hearing

1. The special panel chairperson will preside at the hearing and decide procedural issues. Only persons participating in the proceeding may be present during the hearing except as otherwise provided in these procedures. The hearing will be conducted in the following sequence:
  - (a) Preliminary matters. The chairperson will introduce the parties, their counsel or advisors, and the special panel members; review the order of proceedings; explain procedures that govern use of the tape recorder; and present a brief summary of the complaint.
  - (b) Opening statements. The party who requested the hearing may make an opening statement. The responding party may then make an opening statement. Each opening statement shall not exceed 15 minutes.
  - (c) Presentation of complaint. The party who requested the hearing may present to the panel testimony, witnesses, documents or other evidence. Following the testimony of the party who requested the hearing, and of each witness, the responding party may ask questions.
  - (d) Response to complaint. The party who responded to the complaint shall have a right to know prior to the hearing the contents of and the names of the authors of any written statements that may be introduced against him or her, and to rebut unfavorable inferences that might be drawn from such statements. The responding party may present

testimony, witnesses, documents or other evidence to the panel. Following the testimony of the responding party, and of each witness, the party who requested the hearing may ask questions. Following the testimony of the responding party, and of each witness, the party who requested the hearing may ask questions.

- (e) Closing statements. The party who requested the hearing may make a closing statement. The responding party may then make a closing statement. Each closing statement shall not exceed 15 minutes.
- 2. Special panel members may ask questions of parties or witnesses at any time during the hearing.
- 3. The hearing will not be conducted according to strict rules of evidence. However, the special panel chairperson may limit or exclude irrelevant or repetitive testimony, and may otherwise rule on what evidence may be offered.
- 4. When the hearing cannot be completed in one session, the special panel chairperson may continue the hearing to a later date and time.
- 5. The hearing will be recorded on audiotape. Either party may obtain from the Coordinator a copy of the recording at reasonable cost, on written request.

F. Witnesses

- 1. Each party (and the panel) may ask witnesses to testify at the hearing, but no person may be directed to testify other than the Complainant and any other person who gave evidence that has been considered by the panel. Information from persons able but unwilling to appear shall not be considered by the panel. Information from persons who cannot appear shall be subject to a ruling of admissibility by the Chair. The Chair may take reasonable steps to protect the witnesses against abuse or harassment, short of excusing their appearances.

2. At least three business days before the hearing, each party must provide the chairperson, the Coordinator and the other party a list of witnesses he or she intends to present at the hearing.
3. The special panel may request that additional witnesses appear. The Coordinator will, if feasible, arrange for the appearance of these witnesses.
4. Each party is responsible for notifying its witnesses of the hearing date, time, and location. A hearing will not necessarily be postponed because a witness fails to appear.
5. All witnesses will be excluded from the hearing before and after their testimony. A witness may be recalled at the discretion of the special panel chairperson.
6. A University employee must obtain permission from his or her supervisor to be absent from work to appear at a hearing. Employees will be paid while appearing at a hearing during working hours, but not for other time spent on the complaint during or outside working hours.
7. A student must obtain permission from his or her professor to be absent from class to appear at a hearing.
8. Supervisors and professors should be aware of the importance of hearings and not unreasonably withhold permission to appear at a hearing. If an employee or student needs assistance in obtaining permission to appear at a hearing, he or she should contact the Coordinator.

#### G. Advisors

1. Each party may be accompanied by not more than two advisors, who may be University employees or other persons the party selects; provided that not more than one of the advisors shall be acting in an attorney capacity.
2. No advisor may speak on behalf of the party, make an opening or closing statement, present testimony or

examine witnesses. The advisor's role is limited to assisting the party to prepare for the hearing and providing the party private advice during the hearing.

3. Notwithstanding the preceding paragraph, when a party is a faculty member and has active representation, the other party will also be allowed active representation. In that event each party shall identify one attorney, or other advisor, who throughout the proceeding may (but shall not be required to) speak on behalf of the party, make opening and closing statements, and examine witnesses.
4. A Complainant or Respondent who plans to be accompanied by an attorney or other advisor at the hearing must notify the Coordinator and the other party at least five business days before the hearing.
5. The special panel may request or the University may provide a University-furnished attorney or other advisor to be present at any hearing to advise the special panel.
6. The University may have an observer present at any hearing.

#### H. Decision after hearing

1. After the hearing, the special panel will meet in closed session to review the hearing and make a decision on the complaint, consistent with the substantial weight of the evidence. The decision must be approved by four-fifths of the special panel members. If the special panel concludes that sexual harassment occurred, it may recommend corrective or disciplinary action. The recommendation must be approved by a majority of the special panel members.
2. The special panel report of its decision must be in writing and set forth findings of fact, conclusions, and, where appropriate, recommendations for corrective or disciplinary action.



3. The special panel will submit the report of its decision to the Associate Vice President for Human Resources within ten business days after the hearing ends.
4. If the special panel concludes that sexual harassment occurred, the Associate Vice President for Human Resources will forward a copy of the special panel report to a University official responsible for implementing corrective or disciplinary action. After reviewing the special panel report, a responsible University official will decide whether to impose corrective or disciplinary action, consistent with that official's authority. Before issuing a final decision, the responsible University official will advise the Respondent of the proposed sanction, will permit the Respondent to review all parts of the special panel report on which the sanction is based, and will give the Respondent a reasonable opportunity to reply before the sanction is imposed. A responsible University official will notify the parties of the disposition, to the extent consistent with University policies, appropriate considerations of privacy and confidentiality, and applicable law. A responsible University official will send a copy of the special panel report to the parties (at their home addresses of record, by courier, overnight mail or certified mail, return receipt requested). The report sent to the parties may omit portions, to maintain consistency with University policies regarding confidentiality.

I. Review of special panel decision

1. A party dissatisfied with a special panel decision may submit a request for review to the Associate Vice President for Human Resources, who will transmit the request to the vice president(s) responsible for oversight of the status groups to which the parties belong. For example, when the Complainant is a staff member and the Respondent a faculty member, the Vice President for Administrative and Information Services and the Vice President for Academic Affairs will jointly review the matter; when Complainant and



Respondent are both faculty members, the Vice President for Academic Affairs will review the matter.

2. The request for review must be in writing and set forth reasons why the special panel decision should be modified or overturned. The review must be based on the hearing record and may not present new evidence or testimony.
3. The request for review must be submitted within 15 business days of the party's receipt of the special panel decision. If the request is not received by then, the special panel decision will be the final University decision on the complaint.
4. The Vice President(s) will strive to issue a final decision on the review within 20 business days following submission of the request for review. The decision of the Vice President(s) shall be the final decision on the complaint within the University.
5. When the special panel decision is final, or when the final decision on a review is issued, the Coordinator will provide a copy of it to the University official(s) responsible for implementing corrective or disciplinary action. Any corrective or disciplinary action taken shall be within the discretion and consistent with the authority of the responsible University official. A range of relevant considerations should be taken into account in determining the extent of sanctions, such as the severity of the offense, the effect of the offense on the victim and on the University community, the consequences of the sanction to the Respondent, and the offender's record of service and past offenses. Respondent will be promptly notified of the outcome.
6. A responsible University official will send a copy of the final decision to the parties (at their home addresses of record, by courier, overnight mail or certified mail, return receipt requested). The copy sent to the parties may omit portions, to maintain consistency with University policies regarding confidentiality.

**A RESOLUTION OPPOSING THE SPECIAL FEES FOR MAJORS IN THE  
PROGRAMS OF THE SCHOOL OF MEDIA AND PUBLIC AFFAIRS (00/1)**

Whereas, the Student Association has adopted a resolution attacking these fees, and has explicitly sought the help of the Joint Committee of Faculty and Students; and

Whereas, while the fees are intended to provide and maintain, through an ongoing replacement fund, upgraded equipment for the use of students in programs which will be housed in the new SMPA building, not all students will use the equipment to the same degree, and not all users of that equipment will be charged (for instance, minors in those fields), which suggests that the fees are not completely equitable; and

Whereas, imposing additional non-tuition fees on undergraduate students majoring in SMPA must act as a deterrent to at least some students who might be interested in such majors (including students who need financial assistance or who use the University's tuition benefits program), which reduces students' freedom of choice among the University's programs; and

Whereas, such fees would establish a precedent which might be employed for any number of purposes in a variety of undergraduate programs throughout the University, and could understandably lead to divisive proprietariness regarding access to facilities, equipment and even faculty, which would not be in the University's interest in the long run; and

Whereas, obtaining the required funds through an across-the-board tuition increase would seem to be consistent with other budgetary decisions made by the University, would not significantly inconvenience students, has the support of the Student Association, and would avoid the inequities which this special fee creates: therefore,

**BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON  
UNIVERSITY THAT**

The special fee to be imposed on majors in SMPA be rescinded, in favor of an increase in the overall tuition rate sufficient to cover the required costs of needed upgrades to SMPA equipment, and furthermore, that such a tuition increase be linked directly to the provision of funds for this purpose, as closely equivalent as possible to what would have been provided through the mechanism of the contested fee.

**Joint Committee of Faculty and Students  
April 7, 2000**

**Postponed, May 5, 2000, to September 8, 2000**

## **Resolution in Tribute and to the Fond Memory of**

### **Benjamin Burdetsky**

In sorrow and fond remembrance, The George Washington University records the death, on Friday, April 7, 2000, of Dean Ben Burdetsky.

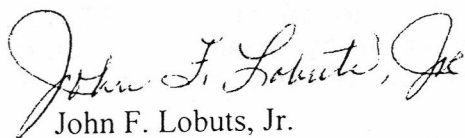
Ben Burdetsky was born in 1928, received his B. A. and M. S. degree from Temple University and his Ph.D. from American University in 1968. He joined the part-time faculty at GW in 1971 as Professorial Lecturer in Business Administration, teaching graduate-level courses on unionism and collective bargaining. In 1977, he retired from the U. S. Department of Labor after 25 years of service and joined The George Washington University's School of Government and Business Administration (the precursor of The School of Business and Public Management) as Professor of Personnel and Labor Relations. Ben served as Chair of the Department of Business Administration from 1980 - 1984 and was appointed as Associate Dean of SGBA in 1984, under Dean Norma Main Loeser. He served as Acting Dean of SGBA from August 1988 through June 1989, and as Dean from 1989 through June 1992. He returned to the full-time faculty in September of 1992, until his retirement at the end of 1994, fall semester. In May 1995, Ben was awarded the status of Professor Emeritus of Personnel and Labor Relations and of Public Administration.

During his time at GW, Ben launched a research institute to study labor and management roles, conduct evaluative research on management and labor leaders' performance, and sponsor conferences on related private and public policy. The institute was renamed the Burdetsky Labor Management Institute.

Ben Burdetsky was more than a great teacher, scholar, and administrator. He was an outstanding colleague, always proving wisdom and compassion to all. Ben is survived by his wife, Irene, children June, Andy, Marjorie, Matt, and Abbe, and eight grandchildren. This family was the wind beneath his wings and his very reason for being.

Ben—a husband first, friend, colleague, mentor, teacher, leader, father, grandfather—you're gone, but you'll never be forgotten. Therefore, Mr. Chairman:

Be it resolved, that these remarks  
be included in the Minutes of this Faculty Senate  
Meeting May 5, 2000, and forwarded to Dean Burdetsky's  
beloved family.



John F. Lobuts, Jr.  
Professor of Management Science  
School of Business and Public Management

## A Tribute to Charles Joseph Herber

Associate Professor of History

Charles Joseph Herber will retire with emeritus status from the Department of History at the end of this semester. Since 1960 Professor Herber has taught European history with a specialty in German history. A devoted mentor to his students and a versatile and committed teacher, even now, in his last semester, he is offering a new course.

Co-author of a book and a TV series of the same name, entitled Conflict and Stability: Modern Europe, 1870-1970, Professor Herber has over the years given numerous scholarly papers, lectures, and taped interviews, and has reviewed more than 30 books in his field.

His contributions to the life of the University have been truly remarkable. Over the past 40 years, he has held positions of administrative or academic oversight that include either chairing or serving on 59 departmental committees, 27 committees in Columbian College, and 16 in the SPIA/Elliott School. In one of his two terms in the Faculty Senate, he chaired the Athletics Committee when the popular athletics director, Steve Bilsky, was brought on board.

In a department noted for frequently rotating its chairmanship (so that a majority of colleagues will come to know its frustrations), Professor Herber held that position in 1971-73 and again in 1983-84. On both occasions, he presided over the department thoughtfully, vigorously, and with great goodwill.

At a farewell dinner last week, one of his long-time colleagues paid him the tribute of saying that he could not imagine how the department could have functioned without Charlie Herber's wise counsel and active engagement for these past 40 years.

Peter P. Hill  
Professor of History (Emeritus)

Faculty Senate Meeting  
May 5, 2000

## FINAL REPORT OF THE FACULTY SENATE COMMITTEE ON RESEARCH 1999-2000 ACADEMIC YEAR

The Research Committee was asked by the Executive Committee of Faculty Senate to consider the issue of University support for graduate research assistants in attracting able and top-quality graduate students, and its effect on fostering research and scholarly works at The George Washington University. The faculty senate committee on research met once during 1999-2000 academic year to discuss GRA support issue.

The committee reviewed the *Survey of Support Services for Research, Scholarship, and Creativity*, prepared by Carol Sigelman, Cheryl Beil and Deanne Blackwell. It was the consensus of the committee that the availability of top-quality graduate research assistants is the single most important factor in enhancing the research and scholarship at GW. Despite some variation among various schools within the university on this issue, there was a strong consensus about the need for graduate research assistants as the top priority. Based on the findings reported in the survey by Sigelman *et al.*, 91% of the respondents perceived the need for more graduate research assistants as the top priority and only 40% thought the need was adequately met at present.

The committee was of the opinion that financial support for graduate research assistants at present is rather dismal. If we aspire to be among the Research -1 universities, we must commit more resources in attracting and retaining top-quality graduate research assistants. It is a serious mistake to consider ourselves competing with the so-called "market basket schools"; that would only assure continued mediocrity. We must offer better financial packages than the top schools in the country.

The committee also recognized that in most cases the duration of research grants funded by the external agencies is limited in time. This imposes logistical difficulties for principal investigators in recruiting able graduate research assistants at short notices. It is, therefore, imperative to maintain a constant stream of research assistants within departments that are more research active.

Respectfully submitted,

M. I. Haque, Chair  
Faculty Senate Committee on Research

**Members:**

Barry L. Berman, Physics  
 Joseph E. Bonin, Mathematics  
 Elias Carayannis, Management Science  
 Donald W. Dew, Counseling  
 Sharon H. Lynch, Teacher Prep. & Special Education  
 Branimir Vojcic, Engineering and Applied Science  
 Frederick Wolff, (Emeritus) Medicine  
 Mona E. Zaghloul, Engineering and Applied Science

**Ex Officio:**

Linda L. Gallo, Executive Committee Liaison  
 Stephan Ladisch, Director, GWU Institute of Biomedical Sciences  
 Thomas A. Mazzuchi, Interim Dean, SEAS  
 Carol Sigelman, Associate Vice President for Research & Graduate Studies  
 Scott Stebelman, Research Librarian, Gelman Library



# **THE GEORGE WASHINGTON UNIVERSITY**

## **The Faculty Senate**

### **Professional Ethics and Academic Freedom (PEAF) Committee**

#### **Final Report to the Faculty Senate**

**May 5, 2000**

#### **1. Summary**

The Professional Ethics and Academic Freedom Committee has met on 4 occasions during the 1999 Fall semester and on 8 occasions in the 2000 Spring semester. Of the 5 items referred to the committee by the Senate Executive Committee at the beginning of the Senate Year in May 1999, only Faculty Grievance Procedures and Sexual Harassment Complaints – Policies and Procedures have been addressed in detail. No further items were referred to the committee during the semester and no matters relating to the charge of the committee were brought forward.

#### **2. Faculty Grievances Procedures**

Professor G. Johnston of the GW Law School accepted the chairmanship of a subcommittee to draft a new set of procedures and hence amendments to the Faculty Code. Members of the PEAFC committee, Professor J. Garcia of GSEHD, Ms. E. Weston of the Library and Mr. R. Weitzner of the Office of General Counsel served on the subcommittee. Beginning with the Report chaired by Professor M. Cheh of the GW Law School, the 'Cheh Report', the subcommittee drafted a report for the PEAFC committee each substantive item of which was voted on at two of its meetings. The members of the subcommittee and the members of the original committee which drafted the 'Cheh Report' are to be congratulated on completing a difficult and important task. Special thanks are due from the Faculty to Professors Cheh and Johnston onto whom most of the detailed work devolved. The committee then drafted a resolution (99/2) which was sent to the Executive Committee for inclusion on the agenda of the December meeting of the Faculty Senate.

The Senate, with a few minor amendments, adopted the resolution 99/2 as drafted by the Committee at its meeting on December 10, 1999. As yet, the Senate has to hear on the administration's and the Board of Trustees' responses to that resolution.

### 3. Sexual Harassment Complaints – Policies and Procedures

Professor D. Robinson of the GW Law School accepted the chairmanship of a subcommittee to look into the new Policies and Procedures for dealing with these complaints. A Joint Faculty and Administration Committee which had been charged with producing a proposal for these procedures finally reported to the Faculty Senate. The PEAFF committee, as part of its charge to examine all matters relating to the Faculty Code, proposed several amendments to the Policies and Procedures contained in that report. The final resolution of this matter has been delayed until the next Senate year starting in May, at which time it is anticipated that all amendments will have been debated and a final amended report will have been accepted

### 4. Review of the Medical Center policies and procedures/'Full Professional Effort'

Professor K. Darr accepted the chairmanship of a subcommittee to look into issues affecting faculty in the GW Medical Center with regard to faculty rights and responsibilities and to proposed Faculty Code amendments where required. Due to a number of changes in the Medical Center, presently on-going or proposed, the subcommittee has informed the PEAFF committee that it considers a report to be premature. It is hoped that the subcommittee will be able to make recommendations in the Spring semester. Further developments within the Medical Center relating to faculty rights and responsibilities have emerged during the academic year and these will have to be addressed with some urgency by the PEAFF committee.

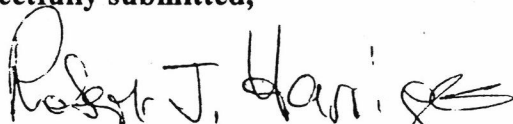
### 5. Grievances against members of the Senate Committees

This item was considered moot by the PEAFF committee as the new Grievance Procedures would cover such grievances.

### 6. New Business

While a Joint Ad Hoc committee has been elected by the Faculty Senate to look into the new School of Professional Studies proposed by the Administration, it is anticipated that issues regarding faculty rights and responsibilities will be raised and therefore the appointing of a subcommittee of PEAFF to examine this serious matter, once the Ad Hoc committee has reported, is likely.

Respectfully submitted,



Robert J. Harrington (Chairman, PEAFF Committee)  
May 5, 2000

## Educational Policy Committee: Annual Report (1999-2000)

The members of the 1999-2000 EPC were: Paul Duff (chair), Paul Churchill, Terry Hufford, Donald Karcher, Stephen McGraw, and Laura Youens.

The ex officio members of the EPC were: Cheryl Beil, Robert Chernak, Mary Futrell, Elizabeth Harter, Donald Lehman, Kathryn Napper, Joseph Pelzman, Brian Selinsky, Carol Sigelman, Scott Stebelman, Beth Amundson, and Janice Houck.

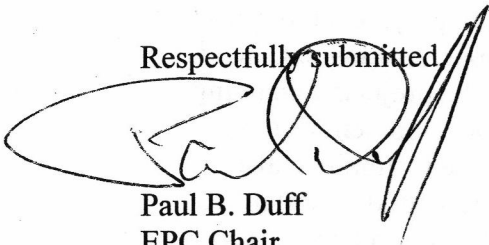
The Educational Policy Committee met 5 times during the course of the 1999-2000 academic year. Since the EPC Committee was inactive for the better part of 1998-99, a significant amount of the committee's energy was devoted to determining what progress had been made on projects remaining on the committee's agenda from the 1998-99 academic year. Of those projects, it was decided that the following projects on our list had passed the stage where the EPC could provide significant input: Academic Calendar, Code of Electronic Policy, and Writing Across the Curriculum. The projects remaining included Grade Inflation, ADA Accommodations, and Faculty Development Center. Since the beginning of the 1999-2000 academic year, the Executive Committee also passed the following projects on the Educational Policy Committee: Student Retention and Scheduling of Final Exams. During the course of the year the committee addressed the following issues.

1. **ADA Accommodations.** Due to the fact the ADA project was the oldest task on the EPC's agenda (sent to the EPC in September, 1997), the EPC determined that it would be best to undertake this task first. Consequently, Christy Willis was invited to a meeting to explain the process of making accommodations for disabled students. In addition, a draft of a policy that had been started previously in CSAS was obtained from Ed Caress, Executive Associate Dean of CSAS. A draft of a policy was prepared and circulated to the committee. However, communications with Linda Donnels, the Dean of Students, convinced the committee that more work in closer communication with the Dean of Students Office would be necessary. The committee determined that this work should continue next year.
2. **Retention.** After examining the *Strategic Plan for Increasing Undergraduate Retention and Graduate Student Report, Suggestions to Improve Retention of "Better" Students*, and *Student Budgetary Priorities*, the EPC sent its own report to the Executive Committee. Included in this report were the suggestions that GW aim for smaller classes, plan for smaller classrooms, and more adequately reward faculty for activities that provide meaningful contact with undergraduates (e.g., advising).
3. **Grade Inflation.** The committee took up the issue of grade inflation which the EPC began work on in 1997. After examining undergraduate data, the committee submitted its report to the Executive Committee. In it, the EPC acknowledged that some grade inflation has occurred at GW in the past decade. The causes are likely the use (and perhaps over-use) of part time faculty, increased pressure from students, and indirect pressure resulting from faculty peers who grade more leniently. The EPC made the following recommendations. a) Orientation of new full time faculty about

grade expectations of departments/programs and schools, including some basic training in strategies of student assessment, b) The distribution of grade averages of all courses and sections to chairs/program directors on a regular basis, and c) The preparation of a document on grade expectations to be distributed to all part time faculty.

4. **Scheduling of Final Exams.** The EPC polled chairs and program directors throughout the university in order to try to roughly determine how many faculty give final exams during the last week of classes or the reading period. Of the 29 departments/programs that responded (representing 301 full time faculty members), 9 were reported to have scheduled final exams during finals week or the reading period. The EPC sent a report to the Executive committee in which it suggested greater vigilance on the part of chairs/program directors and deans.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Paul B. Duff', is written over the typed name and title. The signature is stylized with a large, sweeping 'P' and 'D'.

Paul B. Duff  
EPC Chair

## THE JOINT COMMITTEE OF FACULTY AND STUDENTS

### Report to the Faculty Senate, May 5, 2000

During the 1999-2000 academic year, the Joint Committee (JCFS) met 7 times; subcommittees held additional meetings.

Two issues dominated our discussions this year:

1. Modification of the University's *Code of Student Conduct* regarding rape and sexual assault;
2. Special student fees instituted in connection with new facilities (specifically the SMPA building and the Health and Wellness building).

The first matter involved reformulation of a resolution which had been submitted to the Executive Committee in the prior year's session, then given to the office of the University Counsel for advice. The revised resolution came before the Senate as Resolution 99/3, and was adopted as amended by the Senate on December 10, 1999.

The second matter is before the Senate today as Resolution 00/1. In the process of formulating this resolution, the JCFS is grateful for the information provided by Deputy Treasurer John Schauss and by Professor Jean Folkerts, Chair of the School of Media and Public Affairs. Their time and patience were much appreciated, even though the resolution from the Committee should not be understood as bearing their endorsement.

In other business, the JCFS has been in consultation with the Associate Vice President for Academic Affairs, which has initiated the mandated five-year review of the University's Code of Academic Integrity. The JCFS will be involved in assessing the results of preliminary inquiries and research which the Academic Integrity Officer will undertake.

The JCFS, as it does each year, supervised the process of the GW Awards, approving the calendar and a slate of judges. Through a subcommittee, the JCFS selected, as it also does each year, the winners of the Student Leadership Development Scholarships which were awarded at the Excellence in Student Life Awards banquet.

New business before the JCFS in the coming year will include an examination of the University's policies and procedures regarding the selection of the student speaker for the unified Commencement. One item of business which carries over from previous years has to do with the question of appropriate class size; recognizing that new facilities currently under construction will introduce some new classrooms, which may affect students' unhappiness with the occasional overcrowding they have been experiencing, the Committee has postponed discussion of this issue until such time as it become possible to assess a more settled situation.

In the background of the Committee's work this year has been the troubled conditions affecting the Student Association itself; nonetheless, Student Co-Chair Catherine Sadler was able to

function in her post throughout the year, and the Student Association continued to function smoothly, at least insofar as its relationship to the JCFS was concerned.

Submitted for the JCFS by David McAleavey, Faculty Co-Chair

Committee Members:

Student Co-Chair: Catherine (Cat) Sadler

Faculty: S. Beck, M. Doroslovacki, K Park, J. Regnell, B. Sabelli, M. Ticktin, L. Robinson  
[liaison to Executive Committee of Faculty Senate]

Students: D. Doshi, T. Herring, C. Leu (ex officio [S.A. President]), P. Meisner (ex officio [S.A. President]), E. Roberto, J. Rodeback, D. Ryan, N. Schneidmill

Administration (ex officio): A. Beaulieu, C. Beil, M. Carney, R. Chernak, L. Donnels, M. Gargano, N. Khatcheressian, R. Wilson, A. Wooldridge





AMERICAN STUDIES DEPARTMENT

**Athletics & Recreation Committee, Faculty Senate, George Washington University**

**End-of-Year Report, 1999-2000**

The Committee met three times during the academic year. The first meeting, September 3, took up the previous Committee's Resolution on the Wellness Center that asked the University Administration to reconsider the proposed mandatory fees for faculty using the Center. After discussion, the Committee decided to take no stand on the Resolution because it was already scheduled for presentation to the full Senate. [Note: the Resolution was defeated in the Senate.]

The second meeting, October 15, consisted of reports from the Director of Athletics, the Senior Associate Director of Athletics, and the Director of Recreation on the state of athletics and recreation at GWU. The most pressing problem is lack of athletic fields for practice and games for men's and women's field sports. Because this problem affects recruitment and retention of good students in all the undergraduate schools of the University, this Committee feels that the Senate may wish to address the need for playing fields in the 2000-2001 session.

The final meeting, May 10, 2000, considered the benefit run proposed by the Committee on University and Urban Affairs and endorsed by the Senate. This event and the work of the Athletic Council will be on the Committee's agenda for 2000-2001.

Respectfully Submitted by the Chair on Behalf of the Committee, May 16, 2000

Barney Mergen, Chair  
Donald Dew

Ting Lee  
Patrick McHugh  
Don Paup  
David Rowley  
Patricia Sullivan

*Ex officio*

Edward Caress  
Robert Chernak  
Mary Granger  
Aubre Jones  
Jack Kvancz  
Mary Jo Warner  
Michael K. Young



5/5/00

**FACULTY SENATE COMMITTEES**  
**2000-01 Session**

**STANDING COMMITTEE CHAIRS\***  
**2000-2001**

**EXEC. CTE.**  
**LIAISON**

- |     |  |            |
|-----|--|------------|
| 1.  | <b>ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY</b><br>Chair: Professor Gerald P. Johnston                            | Gallo      |
| 2.  | <b>ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND ENROLLMENT MANAGEMENT</b><br>Chair: Professor Michael Moses               | Divita     |
| 3.  | <b>APPOINTMENT, SALARY, AND PROMOTION POLICIES</b><br>Chair: Professor Robert Park   | Boswell    |
| 4.  | <b>ATHLETICS AND RECREATION</b><br>Chair: Professor Bernard M. Mergen  | Pelzman    |
| 5.  | <b>EDUCATIONAL POLICY</b><br>Chair: Professor Paul B. Duff   | Wilmarth   |
| 6.  | <b>FACULTY DEVELOPMENT AND SUPPORT</b><br>Chair: Professor James F. Cawley   | Captain    |
| 7.  | <b>FISCAL PLANNING AND BUDGETING</b><br>Chair: Professor William B. Griffith   | Pelzman    |
| 8.  | <b>HONORS AND ACADEMIC CONVOCATIONS</b><br>Chair: Professor Michael S. Castleberry   | Harrington |
| 9.  | <b>LIBRARIES</b><br>Chair: Professor Frederick Lindahl   | Wilmarth   |
| 10. | <b>PHYSICAL FACILITIES</b><br>Chair: Professor Mona Zaghoul  | Divita     |
| 11. | <b>PROFESSIONAL ETHICS AND ACADEMIC FREEDOM</b><br>Chair: Professors Robert Harrington (Fall), Lilien F. Robinson (Spring) | Harrington |
| 12. | <b>RESEARCH</b><br>Chair: Professor Carol H. Hoare   | Gallo      |
| 13. | <b>UNIVERSITY AND URBAN AFFAIRS</b><br>Acting Chair: Professor Kathleen Steeves  | Captain    |
| 14. | <b>JOINT COMMITTEE OF FACULTY AND STUDENTS</b><br>Co-Chair, Professor David W. McAleavey                                   | Boswell    |

\*Member of the Senate

**MEMBERS OF THE FACULTY SENATE COMMITTEES**  
2000-00 Session

**Executive Committee**

2134 G St., #201	John G. Boswell (GSEHD), Chair	4-7117
Phillips T-514	Yvonne Captain (CSAS)	4-7078
LisH 135H	Salvatore Divita (SBPM)	4-6203
Ross 538	Linda L. Gallo (SMHS)	4-3531
Phillips T-609	Robert J. Harrington (SEAS)	4-3158
Funger 632	Joseph Pelzman (ESIA)	4-7108
Llibr. B303C	Arthur E. Wilmarth, Jr. (GWLS)	4-6386
Rice, 8 <sup>th</sup> Floor	Stephen J. Trachtenberg, President (ex officio)	4-6500

**ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY**

\*Chair: Johnston, Gerald P., Law  
 Edwards, Maureen, Pediatrics  
 Koering, Marilyn, Anatomy  
 Sten, Christopher, English  
 Westerman, Beverly J., Exercise Science

ex officio:

\*Gallo, Linda L., Executive Committee Liaison  
 Katz, Louis H., Vice President and Treasurer  
 Marshall, Barbara, Director, Faculty Personnel  
 Williams, John F., Dean, Medical School and Health Sciences

**ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND ENROLLMENT MANAGEMENT**

\*Chair: Moses, Michael, Mathematics  
 Huve, Gerard, Romance Languages and Literatures  
 Mazur, Amy, Teacher Preparation and Special Education  
 Paup, Donald, Exercise Science  
 Shreiber, Evelyn, English  
 Torres, Vasti, Educational Leadership

ex officio:

Beil, Cheryl, Director of Academic Planning and Assessment  
 Chernak, Robert A., Vice President for Student and Academic Support Services  
 \*Divita, Salvatore, Executive Committee Liaison  
 Kordis, William S., Naval Science  
 Lehman, Donald R., Vice President for Academic Affairs  
 Napper, Kathryn, Director of Admissions  
 Rypkema, Geri, Director, Fellowship and Graduate Student Support  
 Selinsky, Brian P., Registrar  
 Small, Daniel, Director of Student Financial Assistance  
 Williams, Kristin, Director, Graduate Enrollment Support Services

\*Member of the Senate

**APPOINTMENT, SALARY, AND PROMOTION POLICIES, (INCLUDING FRINGE BENEFITS)**

**\*Chair: Park, Robert E., Law**

**Galston, Miriam, Law**

**Hill, Peter P., Emeritus, History**

**Kirsch, Arthur, Emeritus, Statistics**

**Liebrenz-Himes, Marilyn, Marketing**

**Ludlow, Gregory, Romance Languages and Literatures**

**Murphree, E.L., Engineering Management**

**Schwartz, Arnold, Pathology**

**Tuazon, Carmelita, Medicine**

**Yeide, Harry, Religion**

**West, Lynda L., Teacher Preparation and Special Education**

**Wirtz, Philip W., Management Science**

**ex officio:**

**\*Boswell, John G., Executive Committee Liaison**

**Kaplan, Susan, Associate Vice President for Human Resources**

**Katz, Louis H., Vice President and Treasurer**

**Lehman, Donald R., Vice President for Academic Affairs**

**Sarkani, Shahram, Associate Dean, SEAS**

**Stewart, Andrea W., Director, Gelman Library Administration**

**ATHLETICS AND RECREATION**

**\*Chair: Mergen, Bernard M., American Studies**

**Dew, Donald W., Counseling**

**Lanthier, Richard, Counseling**

**McHugh, Patrick, Management Science**

**Rowley, David A., Chemistry**

**Sullivan, Patricia, Exercise Science**

**Toftoy, Charles, Management Science**

**ex officio:**

**Caress, Edward A., Executive Associate Dean, CSAS**

**Chernak, Robert A., Vice President for Student and Academic Support Services**

**Jones, Aubre, Director of Recreational Sports and Fitness Services**

**Kvancz, Jack, Director of Athletics and Recreation**

**\*Pelzman, Joseph, Executive Committee Liaison**

**Warner, Mary Jo, Senior Associate Director of Athletics and Recreation**

**Young, Michael K., Dean, Law**

**\*Member of the Senate**

**EDUCATIONAL POLICY**

**\*Chair: Duff, Paul B., Religion**  
Churchill, Paul, Philosophy  
Galston, Miriam, Law  
McGraw, Stephen, Health Care Sciences  
Turley, Catherine, Health Care Sciences  
Youens, Laura, Music

**ex officio:**

Beil, Cheryl, Director, Academic Planning and Assessment  
Chernak, Robert A., Vice President for Student and Academic Support Services  
Futrell, Mary H., Dean, GSEHD  
Harter, Elizabeth, Librarian III, Gelman Library  
Lehman, Donald R., Vice President for Academic Affairs  
Napper, Kathryn, Director of Admissions  
Selinsky, Brian P., Registrar  
Sigelman, Carol, Associate Vice President for Research and Graduate Studies  
Small, Daniel, Director of Student Financial Assistance  
Stebelman, Scott, Research Librarian, Gelman Library  
**\*Wilmarth, Arthur E., Jr., Executive Committee Liaison**

**FACULTY DEVELOPMENT AND SUPPORT**

**\*Chair: Cawley, James F., Prevention and Community Health**  
Edwards, Maureen, Pediatrics  
Erickson, Chris, Counseling  
Freund, Maxine, Teacher Preparation and Special Education  
Harizanov, Valentina, Mathematics  
McGraw, Stephen, Health Care Sciences

**ex officio:**

**\*Captain, Yvonne, Executive Committee Liaison**  
Jackson, Rebecca, Gelman Library  
Linebaugh, Craig, Associate Vice President for Academic Planning and Special Projects  
Nutty, David, Associate University Librarian for Information Services and Technology, Gelman Library  
Rogers, Thomas A., Jr., Director, Human Resources Services

**\*Member of the Senate**

**FISCAL PLANNING AND BUDGETING**

**\*Chair: William B. Griffith, Philosophy**  
**Ahlgren, James D., Medicine**  
**Cherian, Edward J., Management Science**  
**Karcher, D., Pathology**  
**Kwoka, John, Economics**  
**Lang, Roger, Engineering**  
**Smith, Keith, Accountancy**  
**Umpleby, Stuart, Management Science**  
**Waters, Robert C., Engineering Management**

**ex officio:**

**Bass, Gerald H., Associate V.P. for Health Economics, Medical Center**  
**Beard, Sheila, Assistant Vice President for Budget**  
**Boselovic, Don, Associate Vice President for Finance**  
**Chernak, Robert A., Vice President for Student and Academic Support Services**  
**Harding, Harry, Dean, Elliott School of International Affairs**  
**Katz, Louis H., Vice President and Treasurer**  
**Lehman, Donald R., Vice President for Academic Affairs**  
**\*Pelzman, Joseph, Executive Committee Liaison**  
**Siggins, Jack, University Librarian**  
**Whitaker, Roger, Associate Vice President for Academic Development and Continuing Education**

**HONORS AND ACADEMIC CONVOCATIONS**

**\*Chair: Castleberry, Michael S., Special Education**  
**Regnell, Joan, Speech and Hearing**  
**Sullivan, Patricia, Exercise Science**  
**Wade, Alan, Theatre/Dance**

**ex officio:**

**Anderson, G. David, University Archivist, Gelman Library**  
**\*Harrington, Robert J., Executive Committee Liaison**  
**Holland, Sandy H., University Relations**  
**Kasle, Jill F., University Marshal**  
**Lehman, Donald R., Vice President for Academic Affairs**  
**Selinsky, Brian P., Registrar**  
**Shipway, Lynn D., Special Assistant to the Vice President for Administrative and Information Services**

**\*Member of the Senate**

**LIBRARIES**

**\*Chair:** Lindahl, Frederick, Accountancy  
Cook, Patrick, English  
Kennedy, Robert E., History  
Lowe, John, Geography  
Toftoy, Charles, Management Science  
Youens, Laura, Music

**ex officio:**

Bader, Shelley A., Director, Medical Library  
Lehman, Donald R., Vice President for Academic Affairs  
Pagel, Scott B., Librarian, Law Library  
Siggins, Jack, University Librarian  
Sterling, Christopher, Associate Dean for Graduate Studies, CSAS  
**\*Wilmarth, Arthur E., Jr., Executive Committee Liaison**

**PHYSICAL FACILITIES**

**\*Chair:** Zaghoul, Mona, Engineering  
**\*Divita, Salvatore, Marketing**  
Junghenn, Hugo, Mathematics  
LaLacheur, Susan, Health Care Sciences  
Lipscomb, Diana, Biological Sciences  
Schlagel, Richard, Philosophy  
Sabelli, Bradley, Theatre/Dance  
Ullman, Daniel, Mathematics

**ex officio:**

**\*Divita, Salvatore, Executive Committee Liaison**  
Katz, Louis H., Vice President and Treasurer  
Linebaugh, Craig, Associate Vice President for Academic Planning and Special Projects  
MacEwen, Virginia, Librarian II and Chair, Gelman Library Space Committee  
Schauss, John A., Deputy Treasurer

**\*Member of the Senate**

**PROFESSIONAL ETHICS AND ACADEMIC FREEDOM**

**\*Chair: Harrington, Robert J., Engineering (Fall-'00)**

**\*Robinson, Lilien F., Fine Arts and Art History (Spring-'01)**

**Darr, Kurt, Health Sciences Management and Policy**

**Goldberg, Caren, Management Science**

**Goodenough, David, Radiology**

**Johnson, Diana, Biological Sciences**

**\*Johnston, Gerald P., Law**

**Kahn, Walter K., Engineering**

**Robinson, David, Law**

**\*Robinson, Lilien F., Fine Arts and Art History**

**\*Simon, Gary, Medicine**

**ex officio:**

**Lefton, Lester A., Dean, Columbian School**

**Linebaugh, Craig, Associate Vice President for Academic Planning and Special Projects**

**\*Harrington, Robert J., Executive Committee Liaison**

**Weston, Beth, Librarian III, Gelman Library**

**Young, Michael K., Dean, Law**

**RESEARCH**

**\*Chair: Hoare, Carol H., Human Development**

**Berman, Barry L., Physics**

**Bonin, Joseph E., Mathematics**

**Eom, Kie, Engineering**

**Erickson, Chris, Counseling**

**Gastwirth, Joseph, Statistics**

**Goldberg, Caren, Management Science**

**Myklebust, Barbara, Health Care Sciences**

**Przytcki, Josef, Mathematics**

**Tuazon, Carmelita, Medicine**

**ex officio:**

**\*Gallo, Linda L., Executive Committee Liaison**

**Ladisch, Stephan, Director, GWU Institute of Biomedical Sciences**

**Mazzuchi, Thomas A., Interim Dean, SEAS**

**Sigelman, Carol, Associate Vice President for Research and Grad. Studies**

**Stebelman, Scott, Research Librarian, Gelman Library**

**\*Member of the Senate**



**UNIVERSITY AND URBAN AFFAIRS**

**\*Acting Chair: Steeves, Kathleen, Teacher Preparation and Special Education**  
**Mazur, Amy, Teacher Preparation and Special Education**  
**Nashman, Honey, Sociology**

**ex officio:**

**Betts, Keith, Executive Director, Alumni Relations**  
**Cannaday, Rob, Counselor, Multicultural Student Services**  
**\*Captain, Yvonne, Executive Committee Liaison**  
**Demczuk, Bernard, Assistant V.P. for District of Columbia Affairs**  
**Enriquez, Christine, GW Health Plan**  
**Henderson, Francine, Head, Special Collections, Gelman Library**  
**Katz, Louis H., Vice President and Treasurer**  
**Matsumoto, Amiko, Director, Office of Community Service**  
**Robinson, Sammie, Associate Director, Undergraduate Admissions**  
**Phillips, Susan M., Dean, School of Business and Public Management**  
**Willis, Ronald, Assistant Vice President for Congressional, Federal and State Relations**

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**The following Committee is not a Standing Committee of the Faculty Senate, but is listed for your information:**

**JOINT COMMITTEE OF FACULTY AND STUDENTS**

**Faculty Members:**

**\*Co-Chair, McAleavey, David W., English**  
**Beck, Sylven, Teacher Preparation and Special Education**  
**Kazmi, Salman O., Urology**  
**Pardavi-Horvath, Martha, Engineering**  
**Torres, Vasti, Educational Leadership**  
**Ullman, Daniel, Mathematics**  
**Yeide, Harry, Religion**

**ex officio:**

**Beaulieu, Adrian, Director of International Programs, ESIA**  
**Beil, Cheryl, Director of Academic Planning and Assessment**  
**\*Boswell, John, G., Executive Committee Liaison**  
**Chernak, Robert A., Vice President for Student and Academic Support Services**  
**Donnels, Linda, Dean of Students**  
**Gargano, Michael, Assistant Vice President for Student and Academic Support Services**  
**Lefton, Lester A., Dean, Columbian School**  
**Wilson, Robert J., Assistant Director, Education Services, University Counseling Center**  
**Wooldridge, Annie B., Assistant Vice President**

**Student Members: (to be elected)**

**ex officio:**

**\*Member of the Senate**

**REPORT OF THE EXECUTIVE COMMITTEE**  
**MAY 5, 2000**  
**PROFESSOR JOHN G. BOSWELL, CHAIR**

I would like to welcome the new members of the Senate. I look forward to working with all of you. I would also like to thank President Trachtenberg for providing refreshments for this, the first meeting of the new session.

On behalf of the Executive Committee, I have the following brief report:

**1. GRIEVANCE**

As previously reported to you, a grievance from the School of Business and Public Management was received by the Executive Committee. The Executive Committee, having completed its informal consultative role without achieving resolution of the matter, appointed Charles Craver, Professor of Law, as Special Mediator in this case.

**2. RESOLUTIONS**

The Faculty Senate acted upon seven resolutions during the 1999-00 Session. These resolutions have been forwarded to the President for his response. When received, the responses will be distributed with the Senate agenda.

**3. ANNUAL REPORTS**

Chairs of Senate Standing Committees for the 1999-00 Session who have not yet submitted Annual Reports of their respective Committees are asked to do so for distribution with the minutes of today's meeting. The Executive Committee urges the new Committees to begin their work as soon as possible and hopefully by the beginning of the Fall Semester. Mission Statements for each Committee will be sent to Committee Chairs from the Senate Office in due course. It would also be highly advisable that outgoing chairs meet with new chairs to discuss pending matters and to transmit committee files.



**4. ANTICIPATED ACTION MATTER**

**The Executive Committee anticipates that a report (and, to the extent practicable, a proposed resolution) from the Joint Faculty-Administration Task Force on the proposed College of Professional Studies will be submitted to the Senate in September in accordance with Resolution 99/5.**

**5. ANNOUNCEMENTS**

**The next regular Senate meeting is scheduled for September 8, 2000; resolutions and/or reports for the agenda of the September Senate meeting should be submitted to the Executive Committee by August 25<sup>th</sup>.**

**In closing, I wish to extend my best wishes for a health, happy and productive summer.**

**THE GEORGE WASHINGTON UNIVERSITY**  
Washington, DC

The Faculty Senate

April 26, 2000

The Faculty Senate will meet on Friday, May 5, 2000, at 2:10 p.m., in Alumni House, First Floor, 1925 F Street, NW.

**AGENDA**

**1. Call to order**

**2. Introduction of new members**

**3. IN MEMORIAM:**

**Benjamin Burdetsky, Professor Emeritus of Personnel and Labor Relations and of Public Administration, and former Dean of the School of Government and Business Administration (by Professor John Lobuts)**

**4. Approval of the minutes of the regular meeting of April 14, 2000, as distributed**

**5. Resolutions**

**(a) Reintroduction and consideration of Resolution (99/6), "A RESOLUTION TO ENDORSE THE POLICIES AND PROCEDURES GOVERNING SEXUAL HARASSMENT COMPLAINTS"; Professor Linda L. Gallo and Executive Associate Dean Edward Caress, Co-Chairs, Ad Hoc Committee to Review Interim Policy and Procedures Governing Sexual Harassment Complaints (Resolution 99/6 with Report attached, as amended by the Faculty Senate 4/14/00 and 4/21/00)**

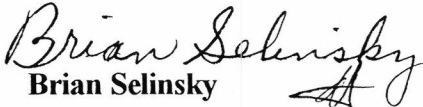
**(b) A RESOLUTION OPPOSING THE SPECIAL FEES FOR MAJORS IN THE PROGRAMS OF THE SCHOOL OF MEDIA AND PUBLIC AFFAIRS (00/1); Professor David W. McAleavey, Co-Chair, Joint Committee of Faculty and Students (Resolution 00/1 attached)**

**6. Introduction of resolutions**

**7. General Business:**

**(a) Approval of dates for regular Senate meetings in the 2000-01 Session recommended by the Executive Committee, as follows: May 5, 2000, September 8, 2000, October 13, 2000 November 10, 2000, December 8, 2000, January 19, 2001, February 2, 2001, March 9, 2001, April 13, 2001**

- (b) Nomination for re-appointment by the President of Associate Professor Scott B. Pagel as Faculty Senate Parliamentarian for the 2000-01 Session
  - (c) Nomination for election of Chairs and members of Faculty Senate Standing Committees for the 2000-01 Session (list to be distributed at meeting)
  - (d) Nomination for election of Professor William B. Griffith to the Board of Trustees of the Consortium for a three-year term expiring May 2003
  - (e) Nomination for election of Panel of Hearing Officers for a two-year term commencing July 1, 2000 through June 30, 2002 (nominees to be announced)
  - (f) Nomination for appointment by the President to the following Administrative Committees: Committee on University Bookstore: R. Emmet Kennedy, Barbara Myklebust, and Patricia Sullivan; Space Committee: Mona Zaghloul, Chair, Senate Committee on Physical Facilities; Joint Committee of Faculty and Students: David W. McAleavey, Faculty Co-Chair, Sylven Beck, Martha Pardavi-Horvath, Salman O. Kazmi, Vasti Torres, Harry Yeide, Jr., and Daniel Ullman
  - (g) Nomination for appointment by the Board of Trustees to the following Committees: Trustees' Committee on Academic Affairs: John G. Boswell; Trustees' Committee on Student Affairs: David W. McAleavey; Trustees' Committee on Development and Alumni Affairs: William B. Griffith; Trustees' Committee on External Affairs: Kathleen A. Steeves; Trustees' Committee on Infrastructure and Information Technology: Philip W. Wirtz
  - (h) Nomination for election by the Faculty Senate to the Panel for Student Grievances Review Committee: Andrew Altman, Jorge Garcia, Margaret R. Kirkland, Michael J. Peck, Terrence M. Phillips, Joan R. Regnell, Linda L. Street, Catherine Turley, Daniel Ullman, and Beverly J. Westerman
  - (i) Report of the Executive Committee: Professor John G. Boswell, Chair
  - (j) Annual Reports from Senate Standing Committees
  - (k) Tributes
8. Video on Potomac Conference on Higher Education; President Trachtenberg
9. Brief Statements (and Questions)
10. Adjournment

  
Brian Selinsky  
Secretary

**THE GEORGE WASHINGTON UNIVERSITY  
THE FACULTY SENATE - 2000-01 SESSION**

Faculty Senate meetings for the 2000-01 Session will be held on the second Friday of each month (exceptions: Jan., Feb., May) as follows:

May 5, 2000  
September 8, 2000  
October 13, 2000  
November 10, 2000  
December 8, 2000

January 19, 2001  
February 2, 2001  
March 9, 2001  
April 13, 2001  
The 2001-2002 Session  
begins on May 4, 2001

<u>Phone</u> 6500	<u>Ex Officio Member (stated by the Faculty Organization Plan)</u> Trachtenberg, Stephen Joel      President
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<u>Phone</u> 6510 6393	<u>Administrative Members (stated by the Faculty Organization Plan)</u> Lehman, Donald R.      Vice President for Academic Affairs Selinsky, Brian P.      Registrar	
	(Appointed by the President):	
6161	Futrell, Mary H.	Dean, Graduate School of Education & Human Dev.
6241	Harding, Harry	Dean, Elliott School of International Affairs
6130	Lefton, Lester A.	Dean, Columbian School of Arts & Sciences
6080	Mazzuchi, Thomas A.	Dean, Interim, School of Engineering & App.Sci.
6380	Phillips, Susan M.	Dean, School of Business & Public Mgt.
4772	Riegelman, Richard	Dean, School of Public Health and Health Svcs.
3727	Williams, John F.	Dean, Medical School and Health Sciences
6288	Young, Michael K.	Dean, GW Law School

37      Pagel, Scott      Parliamentarian

<u>Phone</u>	<u>Faculty Members</u>	<u>Term Expires</u>	<u>School</u>
7117	Boswell, John G.	2001	Education and Human Development
7078	Captain, Yvonne	2002	Columbian School
1510	Castleberry, Michael S.	2001	Education and Human Development
2125	Cawley, James F.	2001	Medical Center
6203	Divita, Salvatore F.	2001	Business and Public Management
6363	Duff, Paul B.	2001	Columbian School
3521	Gallo, Linda L.	2002	Medical Center
8684	Griffith, William B.	2002	Columbian School
4964	Haque, Muhammad I.	2001	Engineering and Applied Science
3158	Harrington, Robert J.	2002	Engineering and Applied Science
3993	Hoare, Carol H.	2002	Education and Human Development
9471	Johnston, Gerald P.	2002	GW Law School
5639	Lindahl, Frederick W.	2001	Business and Public Management
6515	McAleavey, David W.	2001	Columbian School
2601	Mergen, Bernard M.	2002	Columbian School
1629	Moses, Michael	2001	Columbian School
7090	Nagy, Thomas J.	2002	Business and Public Management
6750	Park, Robert E.	2001	GW Law School
7108	Pelzman, Joseph	2001	International Affairs
7094	Robinson, Lilien F.	2002	Columbian School
4717	Simon, Gary L.	2001	Medical Center
9052	Stephanic, Jeffrey L.	2001	Columbian School
7722	Thornton, Richard	2002	International Affairs
886	Wilmarth, Arthur E., Jr.	2002	GW Law School
6755	Yezer, Anthony M.	2002	Columbian School
3772	Zaghloul, Mona	2002	Engineering and Applied Science



**A RESOLUTION TO ENDORSE THE POLICY AND PROCEDURES  
GOVERNING SEXUAL HARASSMENT COMPLAINTS (99/6)**

**WHEREAS, the Faculty Senate, in a meeting on December 11, 1998, passed a resolution to refer the Interim Policy and Procedures Governing Sexual Harassment Complaints to an Ad Hoc Committee for review; and**

**WHEREAS, the Ad Hoc Committee has reviewed the Interim Policy and Procedures and, based upon wide-ranging consultation, the study of sexual harassment policies from other institutions, the study of sexual harassment literature and court cases, has recommended changes to the Interim Policy and Procedures both in the interests of clarification and simplification and in substance; and**

**WHEREAS, the Faculty Senate resolution of December 11, 1998, directed the Ad Hoc Committee to report its recommendations with respect to any changes to the Interim Policy and Procedures Governing Sexual Harassment Complaints to the Faculty Senate;  
NOW, THEREFORE**

**BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON  
UNIVERSITY**

**That the Faculty Senate endorses the Policy and Procedures Governing Sexual Harassment Complaints as recommended by the Ad Hoc Committee.**

**Ad Hoc Committee to Review Interim Policy and  
Procedures Governing Sexual Harassment Complaints  
January 12, 2000**

**Postponed, March 10, 2000, to April 14, 2000**

**Recommitted, April 21, 2000, to Ad Hoc Committee**



**A RESOLUTION OPPOSING THE SPECIAL FEES FOR MAJORS IN THE  
PROGRAMS OF THE SCHOOL OF MEDIA AND PUBLIC AFFAIRS (00/1)**

Whereas, the Student Association has adopted a resolution attacking these fees, and has explicitly sought the help of the Joint Committee of Faculty and Students; and

Whereas, while the fees are intended to provide and maintain, through an ongoing replacement fund, upgraded equipment for the use of students in programs which will be housed in the new SMPA building, not all students will use the equipment to the same degree, and not all users of that equipment will be charged (for instance, minors in those fields), which suggests that the fees are not completely equitable; and

Whereas, imposing additional non-tuition fees on undergraduate students majoring in SMPA must act as a deterrent to at least some students who might be interested in such majors (including students who need financial assistance or who use the University's tuition benefits program), which reduces students' freedom of choice among the University's programs; and

Whereas, such fees would establish a precedent which might be employed for any number of purposes in a variety of undergraduate programs throughout the University, and could understandably lead to divisive proprietariness regarding access to facilities, equipment and even faculty, which would not be in the University's interest in the long run; and

Whereas, obtaining the required funds through an across-the-board tuition increase would seem to be consistent with other budgetary decisions made by the University, would not significantly inconvenience students, has the support of the Student Association, and would avoid the inequities which this special fee creates: therefore,

**BE IT RESOLVED BY THE GEORGE WASHINGTON UNIVERSITY THAT**

The special fee to be imposed on majors in SMPA be rescinded, in favor of an increase in the overall tuition rate sufficient to cover the required costs of needed upgrades to SMPA equipment, and furthermore, that such a tuition increase be linked directly to the provision of funds for this purpose, as closely equivalent as possible to what would have been provided through the mechanism of the contested fee.

**Joint Committee of Faculty and Students  
April 7, 2000**